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**THE FACTORS THAT INFLUENCE  
STUDENTS' VIEWS ON SELF-EMPLOYMENT  
AMONG IKBN STUDENTS**



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UNIVERSITI UTARA MALAYSIA  
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**By**

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**UUM**  
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**Pusat Pengajian Pengurusan  
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## ABSTRACT

The unemployment crisis in many countries especially developing countries including Malaysia is considered as a major problem faced by them. Thus, government plays important roles in handling this situation. One of their efforts is by developing technical and vocational college for students with potential skills to be self-employed. From that effort, it can produce more self-employment graduates since they are important in reducing unemployment rate in Malaysia apart from driven to economic growth. Therefore, this study discusses on the factors that influence students' views on self-employment among IKBN students. There are three factors that have been identified which are college experience, family support and role model. The study uses The Knowledge Spillover Theory of Entrepreneurship to support the research framework. Using survey method, 338 questionnaires were distributed but only 306 were returned and the data has been process by using analytical tools of SPSS version 22.0. Thus, the indirectly finding shows there are significant relationship between college experience, family support, role model and students' views on self-employment. While, through regression analysis it proves that all these variables are significantly influence students' views on self-employment among IKBN students and family support is the strongest variable compared to the others. The recommendation for the related stakeholders and future research were also discussed. By having this study, it is expected that IKBN can produce more skillful self-employments among graduate students. Thus, this can help government in controlling and reducing the unemployment rate in Malaysia.

**Keywords:** self-employment, college experience, family support, role model

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## ABSTRAK

Krisis pengangguran di kebanyakan negara terutamanya negara yang sedang membangun termasuk Malaysia dianggap sebagai masalah besar yang dihadapi oleh mereka. Oleh itu, kerajaan memainkan peranan penting dalam menangani masalah ini. Salah satu daripada usaha mereka adalah dengan membangunkan kolej vokasional dan teknikal untuk pelajar yang mempunyai kemahiran yang berpotensi untuk bekerja sendiri. Daripada usaha ini, ia dapat menghasilkan lebih ramai graduan yang bekerja sendiri kerana mereka adalah penting dalam mengurangkan kadar pengangguran di Malaysia selain menjadi pendorong ke arah pertumbuhan ekonomi. Oleh itu, kajian ini membincangkan faktor-faktor yang mempengaruhi pandangan pelajar terhadap bekerja sendiri dari kalangan pelajar IKBN. Terdapat tiga faktor yang telah dikenal pasti iaitu pengalaman di kolej, sokongan keluarga dan idola. Kajian ini menggunakan "*The Knowledge Spillover Theory of Entrepreneurship*" bagi menyokong rangka kajian. Dengan menggunakan kaedah tinjauan, 338 soalan kaji selidik telah diedarkan tetapi hanya 306 yang telah dikembalikan dan data diproses dengan menggunakan perisian analisis SPSS 22.0. Oleh itu, dapatan kajian secara tidak langsung menunjukkan terdapat hubungan yang signifikan antara pengalaman di kolej, sokongan keluarga, idola dan pandangan pelajar terhadap bekerja sendiri. Manakala, melalui analisis regresi membuktikan bahawa semua pemboleh ubah ini secara signifikan mempengaruhi pandangan pelajar terhadap bekerja sendiri di kalangan pelajar IKBN dan sokongan keluarga merupakan pemboleh ubah yang paling kuat berbanding dengan yang lain. Cadangan kepada pihak berkepentingan dan kajian akan datang juga telah dibincangkan. Dengan adanya kajian ini, ia dijangkakan IKBN dapat menghasilkan ramai individu bekerja sendiri dari kalangan pelajar graduan. Oleh itu, ia dapat membantu kerajaan dalam mengawal dan mengurangkan kadar pengangguran di Malaysia.

**Kata kunci:** bekerja sendiri, pengalaman di kolej, sokongan keluarga, idola

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## LIST OF ABBREVIATIONS

ABBREVIATION	FULL LIST
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IKBN	Institut Kemahiran Belia Negara
SPSS	Statistical Package for the Social Science
ILBS	Institut Latihan Belia dan Sukan



# CHAPTER 1

## INTRODUCTION

### 1.1 Background of Study

Malaysia government has implemented the technical and vocational training institution in order to enhance competencies and competitiveness among the youth (Nur Hanis, Shamsul Huda & Donny, 2016). The development of this institution proves that government emphasizes the importance of entrepreneurship among the youth. Graduates from this institution are encouraged to be self-employed since their main syllabus focus on skill-based learning.

States by Henderson and Robertson (2000), even we cannot teach someone to be an entrepreneur, we can still teach them the entrepreneurial skills needed to be successful. They also argued that college play a role in providing a useful insight into the challenges involved in being an entrepreneur and also encouraging skill development. Awongbenle and Iwumadi (2010) agreed that this strategies help to boost the occupation for young people.

Entrepreneurs who acquire technical education knowledge often perform better rather than people who are not proficient in the subject (Ugwoke, 2014). Technical education refers to the education that provides the skills, knowledge and attitude that lead to the production of productive individual (Ndagi, 1998). Technical skills are job-specific related skills required to perform a particular job (Robinson, 2000). The basic technical education skills owned by entrepreneur helps them manage or create



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## Appendix A: Permission Letter

**UUM**  
Universiti Utara Malaysia



**"MUAFAKAT KEDAH"**

UUM/OYAGSB/R-4/4/1  
2 May 2017

TO WHOM IT MAY CONCERN

Dear Sir/Madam

**DATA COLLECTION**

**COURSE:** Research Paper  
**COURSE CODE:** BPMZ69912  
**LECTURER:** Dr. Shamsul Huda Binti Abd. Rani

This is to certify that the following is a postgraduate student from the OYA Graduate School of Business, Universiti Utara Malaysia. She is pursuing the above mentioned course which requires her to undertake an academic study and prepare an assignment. The details are as follows:

NO.	NAME	MATRIC NO.
1.	WAN NUR SYUHADA BINTI WAN ISMAIL	819761

In this regard, I hope that you could kindly provide assistance and cooperation for her to successfully complete the assignment given. All the information gathered will be strictly used for academic purposes only.

Your cooperation and assistance is very much appreciated.

Thank you.

**"BERKHIDMAT UNTUK NEGARA"**  
**"ILMU, BUDI, BAKTI"**

Yours faithfully

**FADHLINA BINTI MD PUDZI**  
Assistant Registrar  
for Dean  
Othman Yeop Abdullah Graduate School of Business

c.c - Student's File (819761)



Appendix B:  
Statistic of *Institut Latihan Belia dan Sukan* (ILBS)  
in Malaysia  
2017

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Universiti Utara Malaysia





## Appendix C: Questionnaires

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UNIVERSITI UTARA MALAYSIA

**ASSESSING THE FACTORS THAT INFLUENCE STUDENTS' VIEWS ON  
SELF-EMPLOYMENT AMONG IKBN STUDENTS**

**Dear Respondent,**

I am conducting a research on: *College experience, family support, role model and students' views on self-employment*. I am glad to inform you that you have been chosen to participate in this study.

Your responses and views are highly important in achieving the objectives of this study. The information provided will be treated as confidential and will be used only for the purpose of this study.

Thank you for your valuable time, attention and cooperation.

Wan Nur Syuhada binti Wan Ismail  
Master of Science Management  
School of Business Management, UUM College of Business  
Universiti Utara Malaysia  
06010, Sintok, Kedah  
syuhadaismail2109@gmail.com  
0135911143

## PART A: DEMOGRAPHIC FACTORS

Please answer the following questions with (/) in the box given.

1. Gender: Male ☐ Female ☐
2. Age: 16 – 20 ☐ 21 – 25 ☐ 25 & above ☐
3. Program of study: Automotive Technology ☐ Marine Technology ☐  
Mechanical Technology ☐ Civil Technology ☐  
Electronics Technology ☐ Information Technology ☐  
Photography Technology ☐ Hospitality ☐  
Others: .....
4. Family business background: Yes ☐ No ☐



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## **PART B:**

Please indicate the degrees of you agree and disagreement with the statement below by circling your response according to the following option:

<b>STRONGLY DISAGREE</b>	<b>DISAGREE</b>	<b>NOT SURE</b>	<b>AGREE</b>	<b>STRONGLY AGREE</b>
1	2	3	4	5

### **VIEWS ON SELF-EMPLOYMENT**

<b>Questions</b>					
I have preference for self-employment than paid employment.	1	2	3	4	5
I have motivation from within to start my own business.	1	2	3	4	5
I have been equipped with needed entrepreneurial skills to become successful entrepreneur.	1	2	3	4	5
Self-employment is now my first priority because of the knowledge gained in entrepreneurship education program.	1	2	3	4	5

### **COLLEGE EXPERIENCE**

<b>Questions</b>					
IKBN emphasizes on the importance of hands-on activities.	1	2	3	4	5
IKBN environment often provides me with adequate training on business activities.	1	2	3	4	5
IKBN has offers Entrepreneurship courses.	1	2	3	4	5
IKBN provides various entrepreneurship activities.	1	2	3	4	5
IKBN provides opportunities to listen successful entrepreneur speakers and presenters.	1	2	3	4	5
IKBN provides positive message about entrepreneurship as a career option	1	2	3	4	5
In course of my studies I have learnt a lot about recognizing business opportunities.	1	2	3	4	5
In course of my studies I have learnt a lot about the starting a business.	1	2	3	4	5



### **FAMILY SUPPORT**

Questions					
My family feels positive about my interest in starting a business.	1	2	3	4	5
My family offers important information about advantages and disadvantages of products or services.	1	2	3	4	5
My family tells me what I need if I doing a business	1	2	3	4	5
My family gives objective feedback that helps me know how to deal with the problems.	1	2	3	4	5

### **ROLE MODEL**

Questions					
I am interested in business because my role models are in business.	1	2	3	4	5
I try to model my behavior after my role model.	1	2	3	4	5
I admire my role model's ability to be successful entrepreneur.	1	2	3	4	5
I respect my role model's ability to teach others about business.	1	2	3	4	5

**THANK YOU**

Universiti Utara Malaysia



UNIVERSITI UTARA MALAYSIA

**MENILAI FAKTOR-FAKTOR YANG MEMPENGARUHI PANDANGAN  
PELAJAR TERHADAP BEKERJA SENDIRI DI KALANGAN PELAJAR  
IKBN**

**Responden yang dihormati,**

Saya sedang menjalankan kajian terhadap: Pengalaman di kolej, sokongan keluarga, idola dan pandangan pelajar terhadap bekerja sendiri. Dengan berbesar hati saya ingin memaklumkan bahawa anda telah terpilih untuk terlibat dalam kajian ini.

Respond dan pandangan anda adalah sangat penting dalam mencapai objektif kajian ini. Maklumat yang diberikan akan dianggap sulit dan hanya akan digunakan bagi tujuan kajian ini.

Terima kasih untuk perhatian, kerjasama dan masa anda yang berharga.

Wan Nur Syuhada binti Wan Ismail  
Master of Science Management  
School of Business Management, UUM College of Business  
Universiti Utara Malaysia  
06010, Sintok, Kedah  
syuhadaismail2109@gmail.com  
0135911143

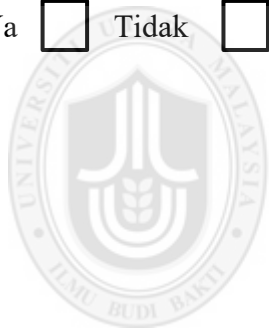
## BAHAGIAN A: FAKTOR DEMOGRAFIK

Sila jawab soalan-soalan berikut dengan menandakan (/) pada kotak yang disediakan:

1. Jantina: Lelaki ☐ Perempuan ☐
2. Umur: 16 – 20 ☐ 21 – 25 ☐ 25 & ke atas ☐
3. Program pengajian: Teknologi Automotif ☐ Teknologi Marin ☐  
Teknologi Mekanikal ☐ Teknologi Awam ☐  
Teknologi Elektronik ☐ Teknologi Maklumat ☐  
Teknologi Fotografi ☐ Hospitaliti ☐  
Lain-lain: .....

4. Adakah anda dari keluarga yang berlatar belakangkan perniagaan?

Ya ☐ Tidak ☐



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## BAHAGIAN B:

Sila nyatakan tahap persetujuan anda terhadap kenyataan di bawah dengan membulatkan jawapan anda mengikut mengikut pilihan yang berikut:

Sangat tidak setuju	Tidak setuju	Tidak Pasti	Setuju	Sangat setuju
1	2	3	4	5

### PANDANGAN TERHADAP BEKERJA SENDIRI

Soalan					
Saya memilih untuk bekerja sendiri daripada makan gaji.	1	2	3	4	5
Saya mempunyai motivasi dari dalam untuk memulakan perniagaan saya sendiri.	1	2	3	4	5
Saya telah dilengkapi dengan kemahiran keusahawanan yang diperlukan untuk menjadi seorang usahawan berjaya.	1	2	3	4	5
Melalui pengetahuan yang diperolehi dalam program pendidikan keusahawanan, bekerja sendiri kini menjadi keutamaan saya.	1	2	3	4	5

### PENGALAMAN DI KOLEJ

Soalan					
IKBN menekankan kepentingan aktiviti praktikal.	1	2	3	4	5
Persekitaran IKBN sering memberikan saya latihan yang mencukupi terhadap aktiviti perniagaan.	1	2	3	4	5
IKBN mempunyai tawaran kursus Keusahawanan.	1	2	3	4	5
IKBN menyediakan pelbagai aktiviti keusahawanan.	1	2	3	4	5
IKBN menyediakan peluang untuk mendengar perkongsian daripada usahawan yang berjaya.	1	2	3	4	5
IKBN menyediakan maklumat tentang keusahawanan sebagai pilihan kerjaya	1	2	3	4	5
Dalam kursus yang saya ambil, saya telah banyak belajar mengenai cara mengenal pasti peluang-peluang perniagaan.	1	2	3	4	5
Dalam kursus yang saya ambil, saya telah banyak belajar tentang cara untuk memulakan perniagaan.	1	2	3	4	5

### **SOKONGAN KELUARGA**

<b>Soalan</b>					
Keluarga saya berasa positif dengan minat saya dalam memulakan perniagaan.	1	2	3	4	5
Keluarga saya menawarkan maklumat penting tentang sesuatu produk atau perkhidmatan.	1	2	3	4	5
Keluarga saya memberitahu apa yang saya perlukan jika saya menjalankn perniagaan.	1	2	3	4	5
Keluarga saya memberikan maklumbalas objektif yang membantu saya bagaimana untuk menguruskan masalah.	1	2	3	4	5

### **IDOLA**

<b>Soalan</b>					
Saya berminat dalam perniagaan kerana idola saya terlibat dalam perniagaan.	1	2	3	4	5
Saya cuba meletakkan tingkah laku saya selepas idola saya.	1	2	3	4	5
Saya mengkagumi keupayaan idola saya untuk menjadi usahawan berjaya.	1	2	3	4	5
Saya mengkagumi keupayaan idola saya untuk membantu orang lain tentang perniagaan.	1	2	3	4	5

**TERIMA KASIH**



## Appendix D: SPSS Results

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## FREQUENCIES

Statistics						
		Respondents	Gender	Age	Programmes	BusinessBackgr ound
N	Valid	306	306	306	306	306
	Missing	0	0	0	0	0
Mean			1.14	1.17	3.18	1.75
Std. Deviation			.348	.382	2.220	.435
Minimum			1	1	1	1
Maximum			2	3	6	2

## RELIABILITY ANALYSIS

Scale: Self-employment

Case Processing Summary

		N	%
Cases	Valid	306	100.0
	Excluded <sup>a</sup>	0	.0
	Total	306	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.715	.717	4

#### Item Statistics

	Mean	Std. Deviation	N
I have preference for self-employment than paid employment.	3.74	.897	306
I have motivation from within to start my own business.	3.59	.829	306
I have been equipped with needed entrepreneurial skills to become successful entrepreneur.	3.57	.904	306
Self-employment is now my first priority because of the knowledge gained in entrepreneurship education program.	3.71	.852	306

Scale: College Experience

#### Case Processing Summary

	N	%
Cases Valid	306	100.0
Excluded <sup>a</sup>	0	.0
Total	306	100.0

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.863	.863	8



#### Item Statistics

	Mean	Std. Deviation	N
IKBN emphasizes on the importance of hands-on activities.	4.07	.854	306
IKBN environment often provides me with adequate training on business activities.	3.53	.965	306
IKBN has offers Entrepreneurship courses.	3.60	.855	306
IKBN provides various entrepreneurship activities.	3.47	.876	306
IKBN provides opportunities to listen successful entrepreneur speakers and presenters.	3.61	.959	306
IKBN provides positive message about entrepreneurship as a career option	3.61	.895	306
In course of my studies I have learnt a lot about recognizing business opportunities.	3.68	.896	306
In course of my studies I have learnt a lot about the starting a business.	3.61	1.000	306

Scale: Family Support

#### Case Processing Summary

	N	%
Cases Valid	306	100.0
Excluded <sup>a</sup>	0	.0
Total	306	100.0

a. Listwise deletion based on all variables in the procedure.

#### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.899	.899	4

#### Item Statistics

	Mean	Std. Deviation	N
My family feels positive about my interest in starting a business.	3.88	.940	306
My family offers important information about advantages and disadvantages of products or services.	3.76	.895	306
My family tells me what I need if I doing a business	3.79	.936	306
My family gives objective feedback that helps me know how to deal with the problems.	3.92	.911	306

Scale: Role Models

#### Case Processing Summary

	N	%
Cases Valid	306	100.0
Excluded <sup>a</sup>	0	.0
Total	306	100.0

a. Listwise deletion based on all variables in the procedure.

### Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.906	.907	4

### Item Statistics

	Mean	Std. Deviation	N
I am interested in business because my role models are in business.	3.56	1.085	306
I try to model my behavior after my role model.	3.70	.992	306
I admire my role model's ability to be successful entrepreneur.	3.66	.990	306
I respect my role model's ability to teach others about business.	3.77	1.004	306

### EXPLORE (NORMALITY)

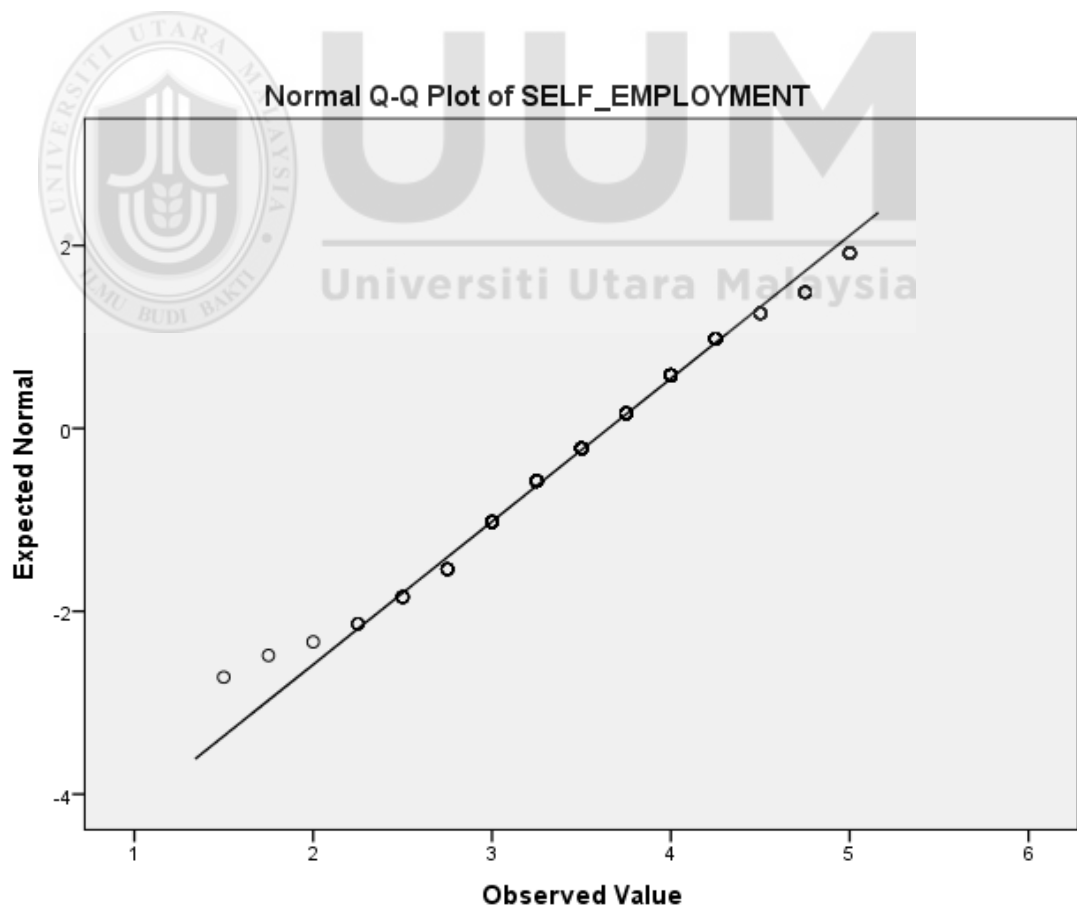
### Case Processing Summary

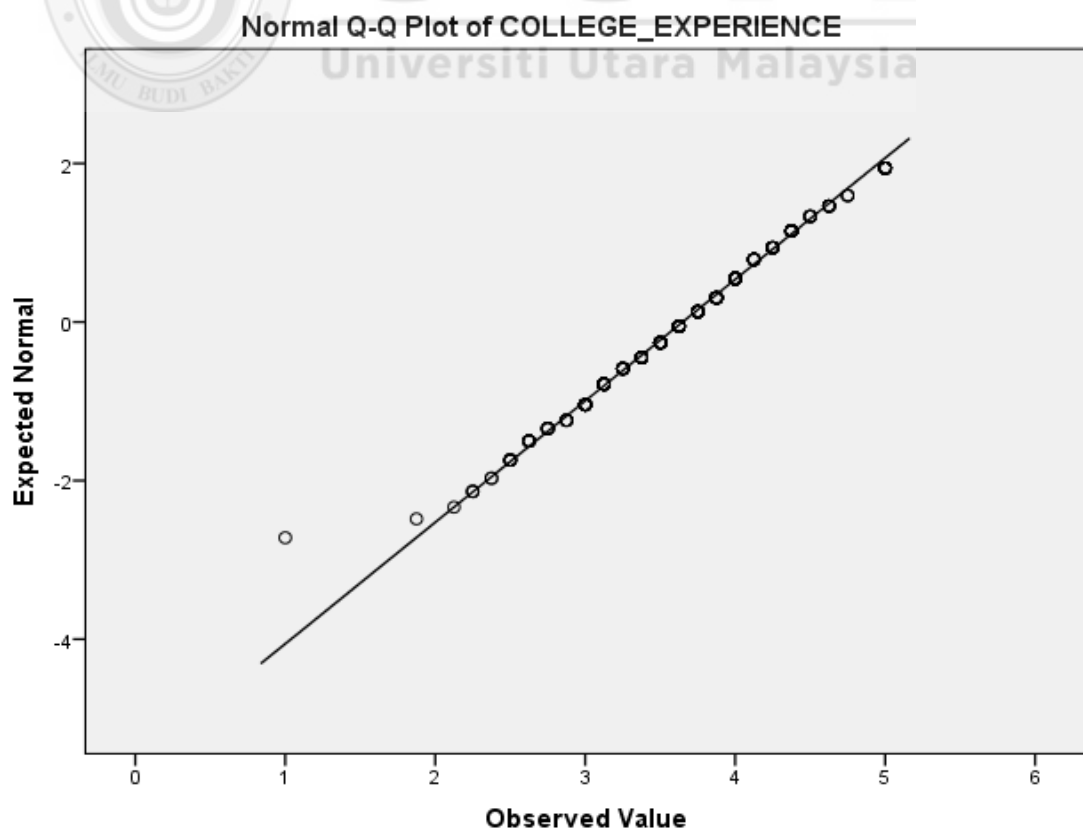
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
SELF_EMPLOYMENT	306	100.0%	0	0.0%	306	100.0%
COLLEGE_EXPERIENCE	306	100.0%	0	0.0%	306	100.0%
FAMILY_SUPPORT	306	100.0%	0	0.0%	306	100.0%
ROLE_MODELS	306	100.0%	0	0.0%	306	100.0%

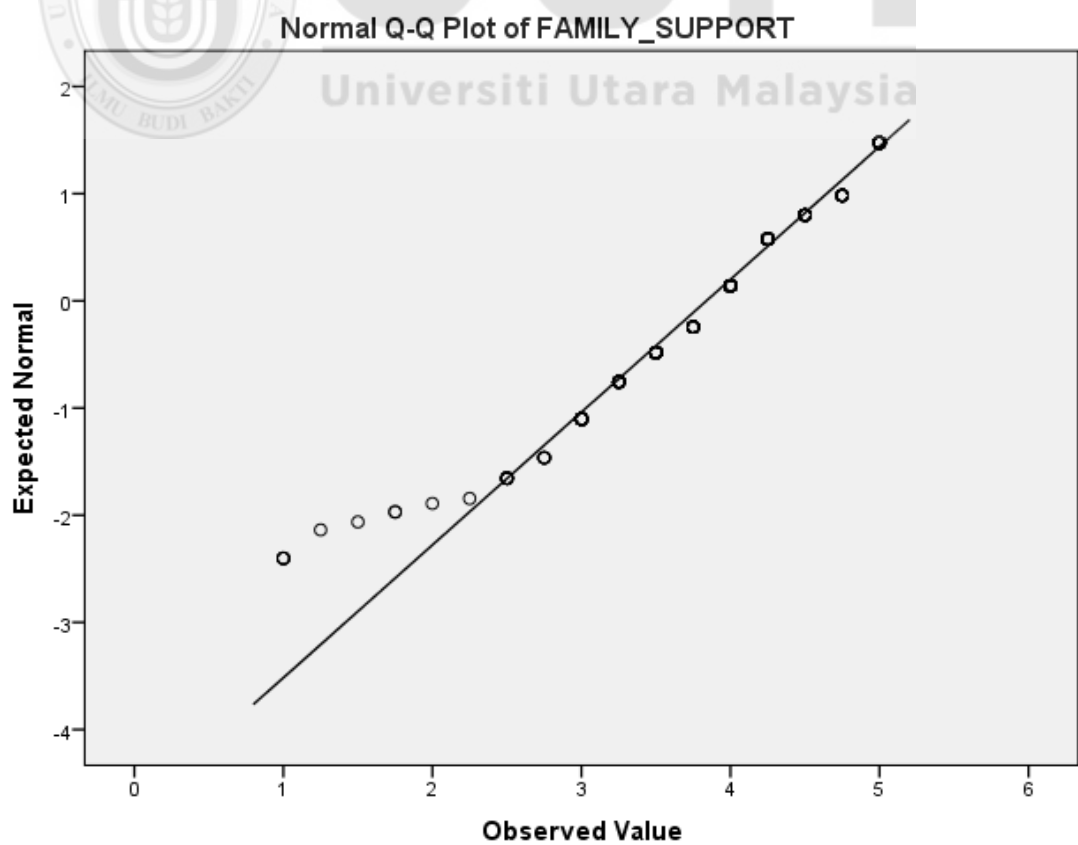
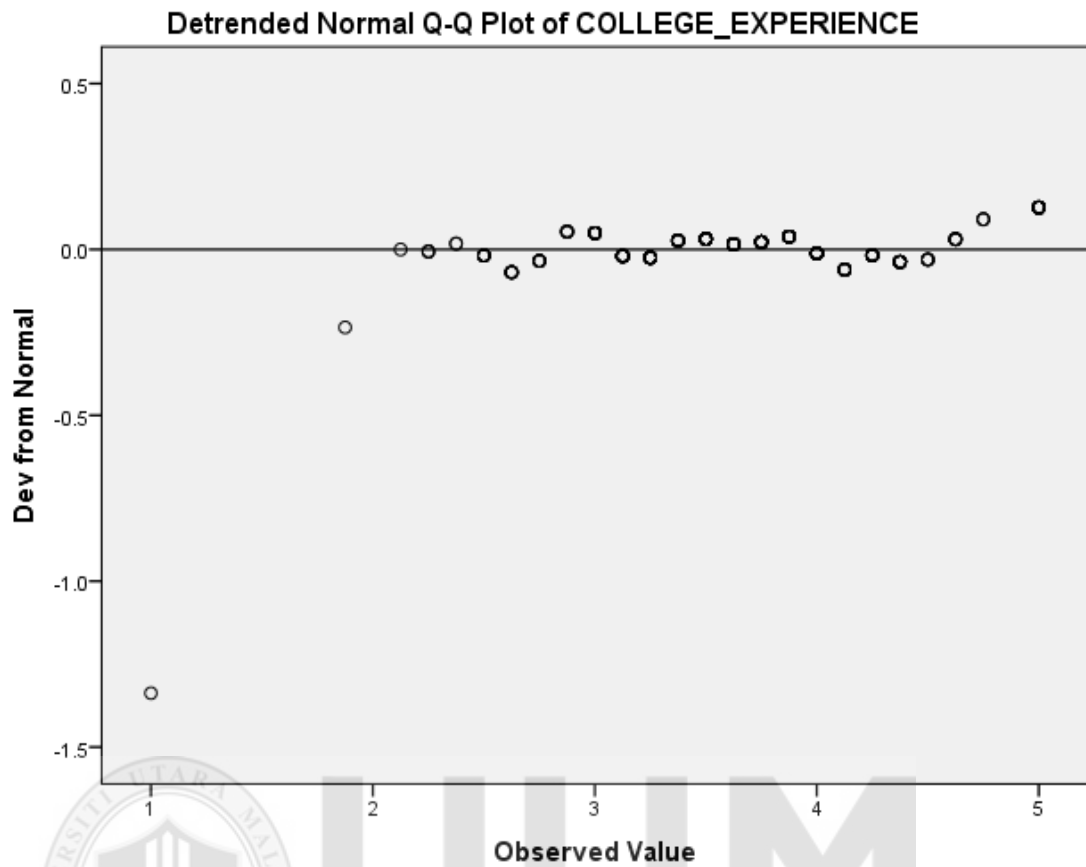
**Descriptives**

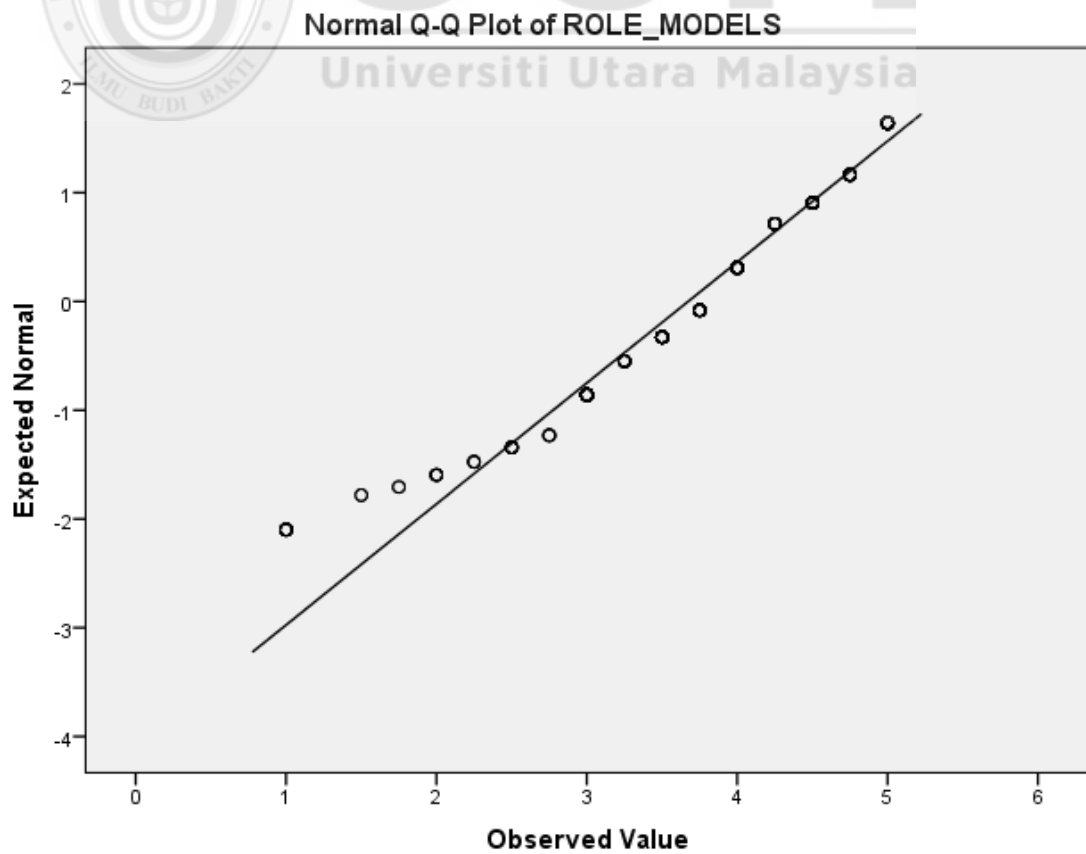
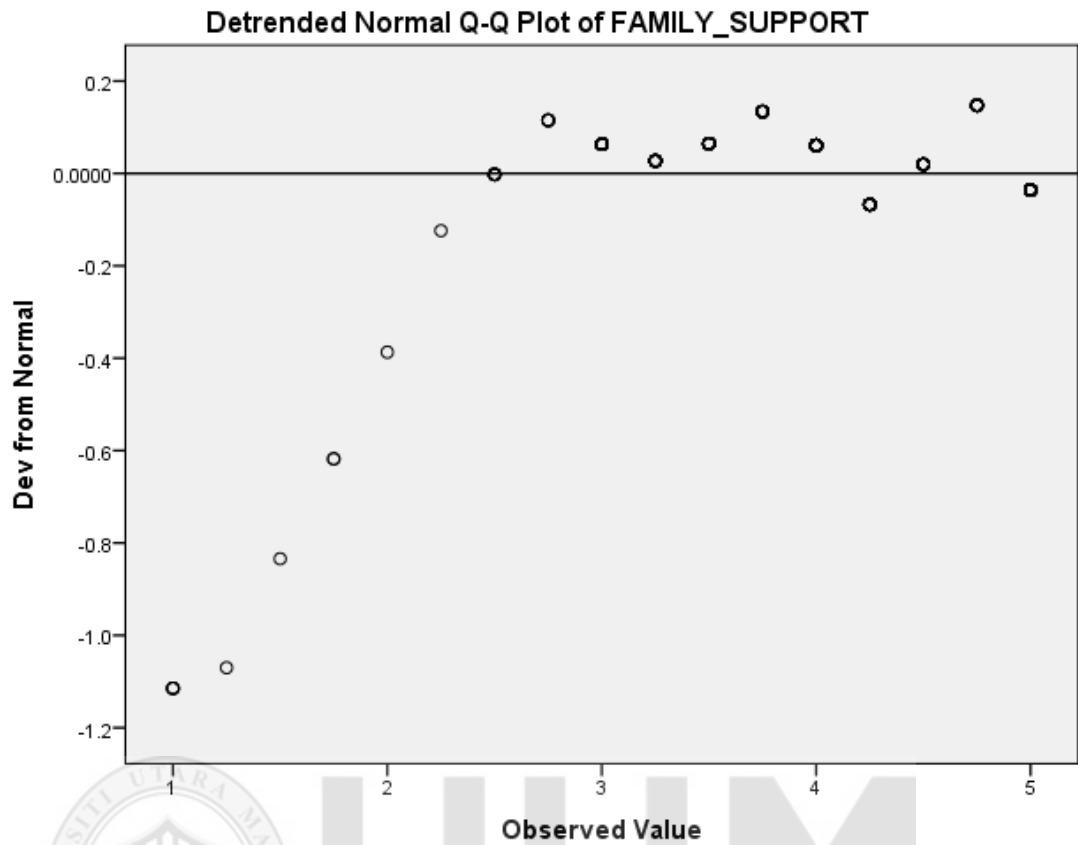
		Statistic	Std. Error
SELF_EMPLOYMENT	Mean	3.6511	.03655
	95% Confidence Interval for Mean	Lower Bound Upper Bound	3.5792 3.7231
	5% Trimmed Mean	3.6490	
	Median	3.7500	
	Variance	.409	
	Std. Deviation	.63941	
	Minimum	1.50	
	Maximum	5.00	
	Range	3.50	
	Interquartile Range	.75	
	Skewness	.040	.139
	Kurtosis	.142	.278
COLLEGE_EXPERIENCE	Mean	3.6495	.03732
	95% Confidence Interval for Mean	Lower Bound Upper Bound	3.5761 3.7230
	5% Trimmed Mean	3.6513	
	Median	3.6250	
	Variance	.426	
	Std. Deviation	.65287	
	Minimum	1.00	
	Maximum	5.00	
	Range	4.00	
	Interquartile Range	.88	
	Skewness	-.178	.139
	Kurtosis	.399	.278
FAMILY_SUPPORT	Mean	3.8382	.04613
	95% Confidence Interval for Mean	Lower Bound Upper Bound	3.7475 3.9290
	5% Trimmed Mean	3.8862	
	Median	4.0000	
	Variance	.651	
	Std. Deviation	.80697	
	Minimum	1.00	
	Maximum	5.00	
	Range	4.00	
	Interquartile Range	1.00	
	Skewness	-.752	.139

ROLE_MODELS	Kurtosis	1.200	.278
	Mean	3.6740	.05140
	95% Confidence Interval for Mean	Lower Bound	3.5729
		Upper Bound	3.7752
	5% Trimmed Mean	3.7351	
	Median	3.8750	
	Variance	.808	
	Std. Deviation	.89908	
	Minimum	1.00	
	Maximum	5.00	
	Range	4.00	
	Interquartile Range	1.25	
	Skewness	-.854	.139
	Kurtosis	1.023	.278

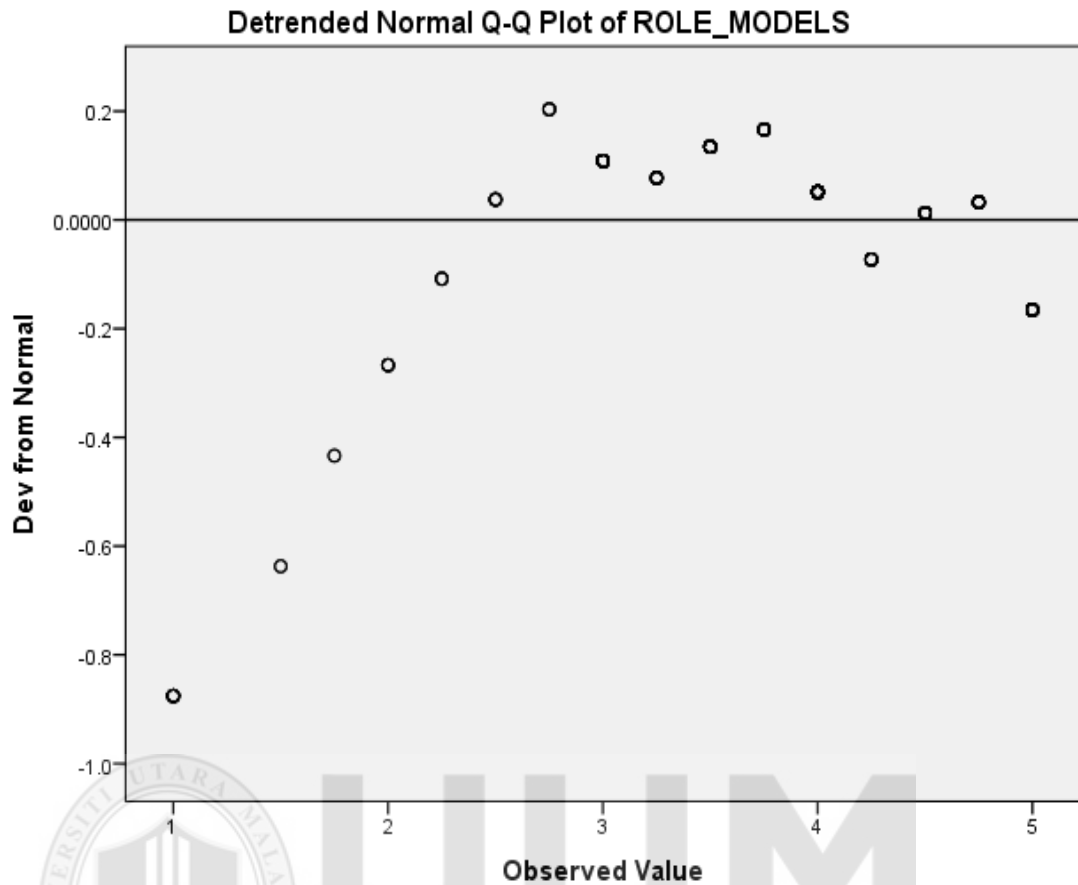












## LINEAR REGRESSION

**Correlations**

		SELF_EMPLOYMENT	COLLEGE_EXPERIENCE
Pearson Correlation	SELF_EMPLOYMENT	1.000	.461
	COLLEGE_EXPERIENCE	.461	1.000
Sig. (2-tailed)	SELF_EMPLOYMENT	.	.000
	COLLEGE_EXPERIENCE	.000	.
N	SELF_EMPLOYMENT	306	306
	COLLEGE_EXPERIENCE	306	306

**Correlations**

		SELF_EMPLOYMENT	FAMILY_SUPPORT
Pearson Correlation	SELF_EMPLOYMENT	1.000	.492
	FAMILY_SUPPORT	.492	1.000
Sig. (2-tailed)	SELF_EMPLOYMENT	.	.000
	FAMILY_SUPPORT	.000	.
N	SELF_EMPLOYMENT	306	306
	FAMILY_SUPPORT	306	306

**Correlations**

		SELF_EMPLOYMENT	ROLE_MODELS
Pearson Correlation	SELF_EMPLOYMENT	1.000	.445
	ROLE_MODELS	.445	1.000
Sig. (2-tailed)	SELF_EMPLOYMENT	.	.000
	ROLE_MODELS	.000	.
N	SELF_EMPLOYMENT	306	306
	ROLE_MODELS	306	306

**Coefficients<sup>a</sup>**

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.004	.185		10.843	.000
	COLLEGE_EXPERIENCE	.451	.050	.461	9.054	.000

a. Dependent Variable: SELF\_EMPLOYMENT

**Coefficients<sup>a</sup>**

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.154	.155		13.884	.000
	FAMILY_SUPPORT	.390	.040	.492	9.862	.000

a. Dependent Variable: SELF\_EMPLOYMENT

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.488	.138		18.010	.000
ROLE_MODELS	.317	.037	.445	8.671	.000

a. Dependent Variable: SELF\_EMPLOYMENT

## MULTIPLE REGRESSIONS

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.547 <sup>a</sup>	.299	.292	.53787

a. Predictors: (Constant), ROLE\_MODELS, COLLEGE\_EXPERIENCE, FAMILY\_SUPPORT

b. Dependent Variable: SELF\_EMPLOYMENT

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	37.326	3	12.442	43.006	.000 <sup>b</sup>
	Residual	87.371	302	.289		
	Total	124.697	305			

a. Dependent Variable: SELF\_EMPLOYMENT

b. Predictors: (Constant), ROLE\_MODELS, COLLEGE\_EXPERIENCE, FAMILY\_SUPPORT

Coefficients <sup>a</sup>								
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.668	.183		9.101	.000		
	COLLEGE_EXPERIENCE	.213	.061	.217	3.460	.001	.589	1.696
	FAMILY_SUPPORT	.195	.055	.246	3.536	.000	.480	2.083
	ROLE_MODELS	.125	.045	.176	2.751	.006	.569	1.759

a. Dependent Variable: SELF\_EMPLOYMENT

